



General Assembly

Distr.
GENERAL

A/46/377
10 October 1991

ORIGINAL: ENGLISH

Forty-sixth session
Agenda items 95 and 115 (c)

ADVANCEMENT OF WOMEN

PERSONNEL QUESTIONS: OTHER PERSONNEL QUESTIONS

Improvement of the status of women in the Secretariat

Report of the Secretary-General

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I. INTRODUCTION

1. At its forty-fifth session, the General Assembly adopted resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990, by which it urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible to 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution. The General Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above. In order to implement these resolutions steps are being taken to ensure that men and women participate under conditions of equality in the Secretariat. The concept of participation in the Secretariat means, foremost, occupancy of Secretariat posts. Such action is needed, in particular at senior levels.

2. In paragraphs 6 and 7 of resolution 45/239 C the Secretary-General was requested to develop an action programme for the advancement of women in the Secretariat for the period 1991 to 1995, incorporating as necessary the unfulfilled points of the 1985 to 1990 action programme, and to include (a) a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Organization, (b) proposed measures to overcome the underrepresentation of women from certain Member States and (c) a detailed programme of activities, including monitoring procedures and a timetable for their completion, and to report to the General Assembly at its forty-sixth session.

3. The present report is submitted in accordance with the request of the General Assembly contained in paragraph 6 of resolution 45/239 C. With regard to the action programme for 1991-1995, and the items outlined in paragraph 7, the Secretary-General has initiated measures for their preparation; however, more time would be required for their completion. Accordingly, the Secretary-General intends to submit the requested action programme and the comprehensive evaluation and analysis to the General Assembly at its forty-seventh session.

II. DEVELOPMENTS DURING THE PERIOD FROM JULY 1990 TO JUNE 1991

4. A number of measures have been taken by the Secretary-General during the period under review seeking to overcome obstacles in regard to the improvement of the status of women in the Secretariat, so that the targets established by resolution 45/239 C may be met.

5. In March 1991, the Secretary-General approved, within the context of resolution 45/239 C, a recommendation which had been made by the Steering

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Committee for the Improvement of the Status of Women, and which is directly relevant to the achievement of the targets established in that resolution. The measure approved by the Secretary-General in his Bulletin ST/SGB/237 of 18 March 1991, which relates to the filling of posts both internally and externally, applies to those departments and offices of the Secretariat where the representation of women falls short of the established targets.

6. It should be noted, in this connection, that there is a pronouncedly uneven representation of women among the various organizational units of the Secretariat. Their overall distribution is elaborated in paragraph 22 below, and reflected in table 3 below. With regard to the senior levels, the situation is even more striking, as shown in table 4 below. It is clear that, to achieve the targets established in resolution 45/239 C, special efforts have to be made in those areas of the Secretariat which seriously lag behind in their proportion of women staff members. The measure in question is specifically designed to address this problem.

7. The new measure requires that, in those departments and offices with less than 35 per cent women overall, and in those with less than 25 per cent women at levels P-5 and above, vacancies overall and in the latter group, shall be filled, when there are one or more female candidates whose qualifications meet all the requirements of the post, by one of these female candidates.

8. In order to increase the overall percentage of female staff, while achieving a more even representation of women throughout the Secretariat, the minimum departmental standards described above apply also to recruitment. With the exception of the filling of vacancies pursuant to competitive examinations, until departments have met those standards, an extensive search must be made for female recruits. Only if those efforts are unsuccessful will a male candidate be recruited.

9. Meeting the new target of 35 per cent overall by 1995, established under resolution 45/239 C, would require the recruitment of a substantial number of women each year, particularly at the higher levels. The Secretary-General conveyed this to Member States and stressed that it would require their continuing support. He further requested their cooperation in assisting the Secretariat in identifying qualified women.

10. As a follow-up to the Secretary-General's initiative, the Assistant Secretary-General for Human Resources Management organized a meeting in May 1991 with the Chairpersons of the Regional Groups for that month. Detailed information as to the representation of women from each region was presented, followed by an exchange of views on the problems encountered in the recruitment of women. Individual meetings with members of the Asian and the Latin American and Caribbean Groups were later organized. The Secretary-General hopes that meeting with the remaining regional groups will be held before finalizing the action programme for 1991-1995.

11. The situation as at 30 June of this year, as reported in section III below, is still far from encouraging. However, it is perhaps too soon to

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gauge the effect of the above-mentioned measures, particularly since, under the vacancy management system, there is a six-month time-lag between a staff member's assignment to higher level functions and his/her promotion. The Secretary-General trusts that the above measures will soon begin to result in noticeable progress.

III. CURRENT SITUATION

12. In the period from July 1990 to 30 June 1991, the percentage of women in the United Nations Secretariat rose by almost 1 per cent, from 28.3 in June 1990 to 29.2 in June 1991. In terms of posts at the D-1 level and above, in June 1990, women at D-1 and above numbered 26 or 7.2 per cent out of a total of 360. In June 1991, the percentage rose to 8.6 or 32 women out of a total of 372. As of end June 1991 there are 759 women in the Secretariat out of a total of 2,600 staff in posts subject to geographical distribution. Comparable figures for June 1990 are 725 women out of a total of 2,561 staff. These figures translate to a net gain of 34 women over the 12-month period since July 1990. The graph below illustrates the representation of women in posts subject to geographical distribution in the period 1981 to 1991.

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Representation of women in posts subject
to geographical distribution: 1981-1991

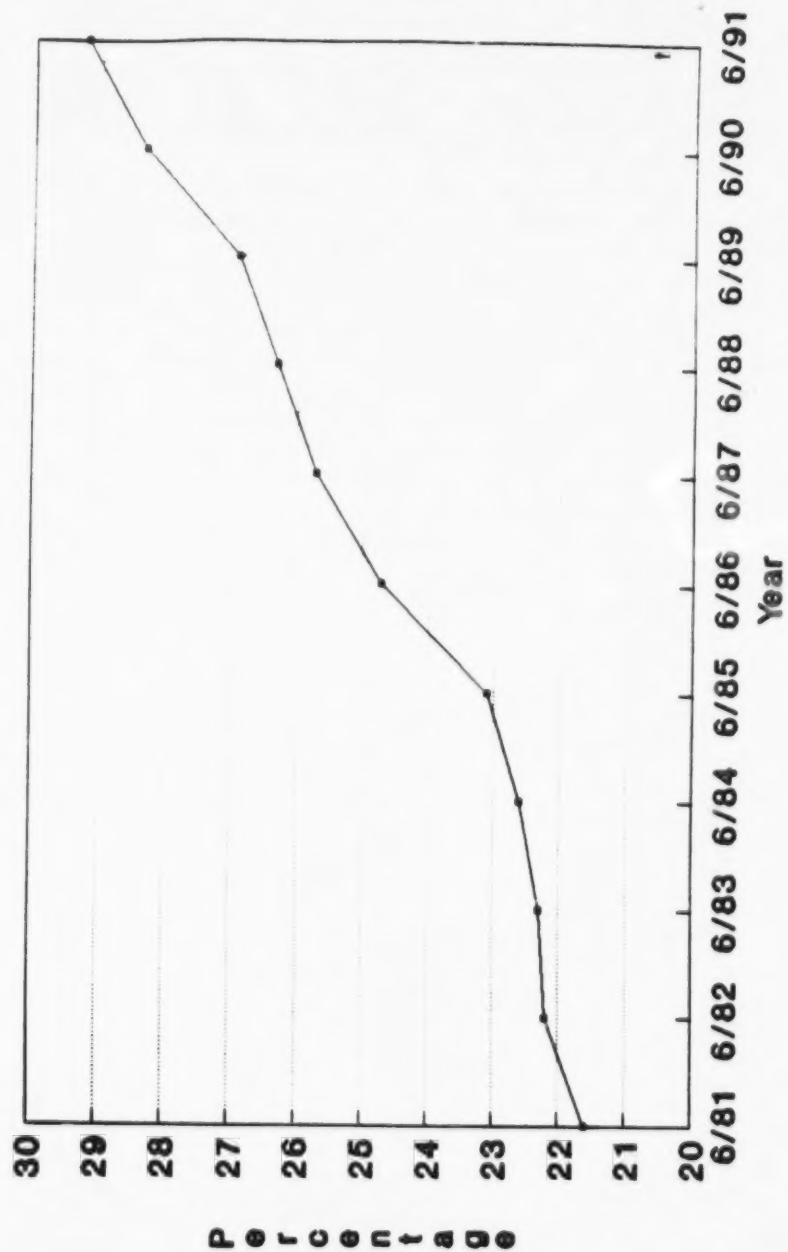


Table 1

Number and percentage of women in posts subject to
geographical distribution
(as at 30 June 1990 and June 1991)

30 June 1990					30 June 1991				
Level	Women	Men	Total	Percent- age	Level	Women	Men	Total	Percent- age
USG	2	24	26	7.7	USG	2	25	27	7.4
ASG	0	18	18	0	ASG	0	17	17	0
D-2	8	71	79	10.1	D-2	10	75	85	11.8
D-1	16	221	237	6.8	D-1	20	223	243	8.2
P-5	73	338	461	15.8	P-5	75	387	462	16.2
P-4	180	493	673	26.7	P-4	214	483	697	30.7
P-3	261	408	669	39.0	P-3	248	408	656	37.8
P-2	175	207	382	45.8	P-2	182	214	396	46.0
P-1	10	6	16	62.5	P-1	8	9	17	47.0
Total	725	1 836	2 561	28.3		759	1 841	2 600	29.2

A. Distribution of women by region of origin

13. The proportion of women in posts subject to geographical distribution in terms of region of origin continues to be uneven. The percentage of women from the African, Middle Eastern and Eastern European countries is particularly low. There was some improvement in the African representation, with the percentage figure from that region climbing to 16.5 per cent from 14.6 per cent in 1990.

14. Annex I gives a more detailed breakdown of staff in posts subject to geographical distribution by nationality and level. The figures in parentheses show the number of women. [The table in annex I is reproduced from document A/46/370 on the composition of the Secretariat. Annex II includes tables 6, 12, C, D, E and F, which are reproduced from the same sources as well as figures 5 and 6 as these provide additional information on women.]

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Table 2

Professional staff in posts subject to geographical distribution, by region and gender

Region	30 June 1990				30 June 1991			
	Women	Men	Total	Percent-age	Women	Men	Total	Percent-age
Africa	64	375	439	14.6	72	365	437	16.5
Asia and Pacific	140	268	408	34.3	147	279	426	34.5
Eastern Europe	24	237	261	9.2	26	237	263	9.9
Western Europe	196	396	592	33.1	194	397	591	32.8
Latin America	70	145	215	32.6	74	144	218	33.9
Middle East	24	104	128	18.8	27	108	135	20.0
North America and Caribbean	202	297	499	40.5	214	296	510	42.0
Others	5	14	19	26.3	5	15	20	25.0
Total	725	1 837	2 561	28.3	759	1 841	2 600	29.2

B. Distribution across departments

15. The distribution of women across various organizational units of the United Nations also remains uneven. Table 3 shows the distribution of staff by departments or offices by grade and gender and provides the percentage share held by women in each department or office in descending percentage order. The table is divided into four groups: the first group consists of departments and offices in which women make up more than 30 per cent of staff, the second, 25 per cent or more. Departments and offices in the third group have between 20 to 25 per cent women, and the fourth group consists of those departments and offices which are below the 20 per cent mark in terms of posts held by women. In the period ending 30 June 1990, 19 departments formed part of group I, that is, over 30 per cent of staff in those departments are women. As at June 1991, this figure remained unchanged. Nineteen departments have over 30 per cent women, 22 departments do not.

16. During the period from July 1990 to June 1991, 46 women were promoted as compared to 96 men between the P-2 and D-1 levels. Table 5 gives the figures on promotion for both women and men at these levels and shows the percentage share of promotions held by women.

CAS AT 30 JUNE 1981

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Table 4

Staff at D-1 level and above as at 30 June 1991 -
geographical posts only

% OF WOMEN	DEPT/OFFICE	F	M	TOTAL	% OF WOMEN
GROUP 1 25% AND ABOVE	AMOH/IRM	5	7	12	41.67
	CS	6	12	18	33.33
	INTORG*	1	2	3	33.33
GROUP 2 20 - 24.99%	AM	1	4	5	20.00
	UNOV	3	12	15	20.00
	CTC	1	4	5	20.00
GROUP 3 UNDER 20%	ECOSG	2	10	12	16.67
	OPGS	1	5	6	16.67
	SPA*	1	6	7	14.29
	TCO	2	15	17	11.76
	DPI	2	16	18	11.11
	ECE	1	9	10	10.00
	AMOGS	1	10	11	9.09
	OLA	1	10	11	9.09
	ESCAP	1	12	13	7.69
	UNOG	1	13	14	7.14
	AMOP/PPF	1	13	14	7.14
	PSCA	1	14	15	6.67
GROUP 4 0%	UNCTAD	0	20	20	0.00
	IESA	0	19	19	0.00
	SCA	0	16	16	0.00
	ECLAC	0	13	13	0.00
	UNEP*	0	9	9	0.00
	ESCWA	0	8	8	0.00
	DIEC*	0	8	8	0.00
	SPORCET	0	7	7	0.00
	QALOS	0	6	6	0.00
	SPTASW*	0	6	6	0.00
	MISSION	0	6	6	0.00
	DOA	0	6	6	0.00
	UNCHS	0	6	6	0.00
	ORCI	0	6	6	0.00
	UNDP/O	0	5	5	0.00
	UNCBTO*	0	3	3	0.00
	WFO*	0	3	3	0.00
	HR	0	3	3	0.00
	UNCED* **	0	3	3	0.00
	IMAD	0	0	0	0.00
	UNCS*	0	1	1	0.00
	REGCOM*	0	1	1	0.00
	UNUSPP	0	1	1	0.00
	TOTALS	32	346	378	8.50

* Indicates offices with fewer than 20 staff members overall.

** 1 D-1 appointed to non-geo. post in UNCED.

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Table 5

Promotion of Professional women and men occupying posts
subject to geographical distribution by grade

	July 1989-June 1990				July 1990-June 1991			
	Women	Men	Total	Percent- age	Women	Men	Total	Percent- age
P-2 to P-3	9	9	18	50	12	18	30	40
P-3 to P-4	20	42	62	32	24	23	47	51
P-4 to P-5	13	25	38	34	7	35	42	17
P-5 to D-1	3	23	26	12	3	20	23	13
Total	45	99	144	31	46	96	142	32

C. Recruitment

17. During the 12-month period ending 30 June 1991, 57 or 33.5 per cent of the 170 staff recruited were women. Comparable figures for the previous 12-month period were 63 or 31.2 per cent of the 202 candidates recruited. Of the 57 appointed in the 12 months under review, 25 women or 43.9 per cent of the total 57 appointments were from developing countries. The distribution by grade and gender is given in table 6 below. Appointments to posts subject to geographical distribution by region, nationality and level showing the numbers of women and men is contained in annex II to this document.

Table 6

Recruitment during the period
July 1990 to 30 June 1991

Levels	Women	Men
USG	0	2
ASG	0	1
D-2	1	6
D-1	3	9
P-5	1	17
P-4	15	21
P-3	14	32
P-2/P-1	23	25
Total	57	113

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18. Between July 1990 and June 1991 the number of women at the D-2 level rose from 8 to 10 and at the D-1 level from 16 to 20. As at the end of June 1990 women in posts above the D-1 level comprised 7.2 per cent. By June 1991 the percentage had risen to 8.6 per cent. It is clear that a more concerted effort will have to be made in order to meet the new target of 25 per cent by 1995.

19. As at June 1991 women constituted 29.2 per cent of the staff in posts subject to geographical distribution. It is projected that in order to meet the target of 35 per cent by end 1995, a minimum of 1 per cent must be achieved annually as stipulated in the medium-term plan for the period 1992-1997.

ANNEX I

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID- POINT	DESIRABLE RANGE
AFGHANISTAN	9	-	-	-	-	3	4	2	-	-	9	7.36	3-14
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.03	2-14
ALGERIA	19 (2)	-	-	1 (1)	5	7	5 (1)	-	-	-	18 (2)	9.66	5-14
ANGOLA	1	-	-	-	-	-	1	-	-	-	1	7.20	2-14
ANTIGUA AND BARBUDA	3 (3)	-	-	-	-	-	1 (1)	1 (1)	1 (1)	-	3 (3)	6.94	2-14
ARGENTINA	26 (10)	-	-	1	6	6 (2)	6 (3)	4 (3)	3 (2)	-	26 (10)	17.45	13-22
AUSTRALIA	27 (12)	-	-	-	9 (1)	6 (3)	7 (2)	5 (5)	4 (2)	-	31 (13)	30.55	28-35
AUSTRIA	20 (6)	1	-	1	2 (1)	7 (1)	3 (1)	2 (1)	4 (4)	-	20 (6)	17.99	13-23
BAHAMAS	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	7.10	2-14
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7.10	2-14
BANGLADESH	17	1	-	-	3	6	4	1	1	-	16	9.77	5-15
BARBADOS	5 (3)	-	-	-	-	2 (1)	2 (1)	2 (2)	-	-	6 (4)	6.95	2-14
BELGIUM	22 (5)	-	-	1	-	7 (1)	8 (2)	2 (1)	3 (1)	-	21 (5)	24.43	20-29
BELIZE	2 (2)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	6.95	2-14
BENIN	7 (1)	-	-	-	1	2	2	1	1 (1)	-	7 (1)	7.06	2-14
BHUTAN	4	-	-	-	-	-	-	1	3	-	4	6.96	2-14
BOLIVIA	5	-	-	-	-	2	2	2	-	-	6	7.13	2-14
BOTSWANA	2 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.97	2-14
BRAZIL	29 (10)	-	-	1	-	6 (2)	5 (3)	11 (3)	4 (2)	-	27 (10)	32.23	27-37
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	0	7.39	3-14
BULGARIA	8	-	-	-	2	2	1	4	-	-	9	9.26	4-14
BURKINAFASO	7 (1)	-	-	-	1	2	3 (1)	1 (1)	-	-	7 (1)	7.18	2-14
BURUNDI	9 (2)	-	-	-	1	1	2 (1)	3 (1)	3 (1)	-	10 (2)	7.08	2-14
BYELORUSSIAN SSR	12	-	-	-	-	1	4	5	3	-	13	11.87	7-17
CAMBODIA	3	-	-	-	1	-	2	-	-	-	3	7.15	2-14
CAMEROON	13 (2)	-	-	-	-	2	4	6 (1)	2 (2)	-	14 (3)	7.23	2-14
CANADA	51 (12)	2 (1)	2	1	4	13 (1)	15 (1)	8 (5)	6 (5)	1 (1)	53 (14)	53.38	45-61
CAPE VERDE	1	-	-	-	-	-	-	1	-	-	1	6.95	2-14
CENT AFR REP	4	-	-	-	-	-	1	-	3	-	4	7.02	2-14
CHAD	4	-	-	-	-	1	-	2	-	-	3	7.09	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID- POINT	DESIRABLE RANGE
CHILE	27 (9)	-	-	4	2	4 (1)	6 (4)	5 (4)	7	-	28 (9)	8.32	4-14
CHINA	40 (15)	1	-	2	8 (1)	6 (1)	13 (7)	12 (5)	-	-	42 (14)	48.38	41-56
COLOMBIA	10 (2)	-	-	1	-	3	3	2 (1)	-	-	9 (1)	9.86	5-14
COMOROS	2	-	-	-	-	-	-	2	-	-	2	6.95	2-14
CONGO	6	-	-	-	-	2	4	1	-	-	7	6.89	2-14
COSTA RICA	3	-	-	-	-	-	3	-	-	-	3	7.17	2-14
COTE D'IVOIRE	11 (1)	-	-	-	-	-	3	6 (1)	2	-	11 (1)	7.40	3-14
CUBA	11 (4)	-	-	-	-	-	4 (2)	1	6 (2)	-	11 (4)	8.41	4-14
CYPRUS	5	-	-	-	3	2	-	-	-	-	5	7.11	2-14
CZECHOSLOVAKIA	14 (2)	-	-	-	-	1	6 (2)	4	3	-	14 (2)	17.02	12-22
DENMARK	18 (6)	-	1	-	1	4 (1)	4 (2)	3 (1)	6 (1)	-	19 (5)	17.18	12-22
DJIBOUTI	0	-	-	-	-	-	-	-	-	1	1	6.95	2-14
DOMINICA	0	-	-	-	-	1	-	-	-	-	1	6.94	2-14
DOMINICAN REP	8 (2)	-	-	-	-	-	4 (2)	-	1	1	8 (2)	7.42	3-14
ECUADOR	4 (1)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	7.51	3-14
EGYPT	11 (2)	1	1	-	3 (1)	1	3	-	1	-	10 (1)	9.24	4-14
EL SALVADOR	5	-	-	-	1	2	1	1	-	-	5	7.08	2-14
EQUATL GUINEA	3	-	-	-	-	-	-	-	3	-	3	6.95	2-14
ETHIOPIA	27 (8)	-	-	-	1	4 (1)	5	9 (3)	8 (2)	2 (1)	29 (7)	8.24	3-14
FIJI	6 (1)	1	-	-	2	2	1	1 (1)	-	-	7 (1)	6.96	2-14
FINLAND	12 (4)	1	-	-	-	2 (1)	2	7 (3)	-	-	12 (4)	14.50	10-19
FRANCE	109 (48)	1 A/	1	5 (1)	10 (5)	22 (5)	20 (11)	34 (17)	18 (7)	-	108 (48)	101.12	88-118
GABON	3	-	-	-	-	-	-	-	3	-	3	7.27	2-14
GAMBIA	8 (0)	-	-	-	2	1	3 (1)	1	-	-	7 (1)	6.96	2-14
GERMANY	112 (35)	1	-	2 (1)	9	21 (7)	32 (8)	36 (11)	22 (10)	-	123 (37)	147.90	126-170
GHANA	18 (2)	1	1	4	2	3	3 (1)	1	-	-	15 (1)	7.32	3-14
GREECE	13 (5)	-	1	-	1	1	4 (2)	1 (1)	5 (2)	-	13 (5)	13.00	8-18
GRENADA	2	-	-	-	1	-	-	-	1	1	3	6.94	2-14
GUATEMALA	7 (2)	1	-	-	-	1	2 (1)	3 (1)	-	-	7 (2)	7.32	3-14

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	WTD- POINT	DESIRABLE RANGE
GUINEA	6 (1)	-	-	1	-	1	1	3 (1)	-	-	6 (1)	7.08	2-14
GUINEA-BISSAU	1	-	-	-	-	-	-	-	1	-	1	6.97	2-14
GUYANA	16 (7)	-	-	1	3	1	7 (6)	4 (1)	-	-	16 (7)	6.97	2-14
HAITI	5 (3)	-	1	-	1 (1)	1	1 (1)	1 (1)	1 (1)	-	6 (4)	7.09	2-14
HONDURAS	2	-	-	-	-	-	-	1	1	-	2	7.07	2-14
HUNGARY	6 (2)	-	-	-	-	-	3 (1)	1 (1)	5 (2)	-	9 (4)	10.20	5-15
ICELAND	5	-	-	-	1	2	1	1	-	-	5	7.24	2-14
INDIA	36 (7)	2	1	2	1	2 (1)	9	13 (4)	9 (2)	2 (1)	41 (8)	33.83	29-39
INDONESIA	6 (1)	-	-	-	3	1	-	-	3 (2)	1 (1)	8 (3)	13.77	9-19
IRAN, ISLAMIC R OF	18 (6)	-	-	1	3	3 (1)	5 (2)	6 (3)	-	-	18 (6)	18.46	14-23
IRAQ	16 (2)	-	-	1	2 (1)	6	4 (1)	2	-	-	17 (2)	9.04	4-14
IRELAND	14 (4)	-	-	1	-	5	2 (2)	2 (2)	4 (2)	-	14 (4)	9.56	5-14
ISRAEL	11 (3)	-	-	-	1	-	2 (1)	3	9 (3)	-	15 (4)	10.03	5-15
ITALY	52 (12)	1	-	2	3	9 (3)	13 (4)	11 (4)	13 (2)	-	52 (13)	67.60	57-78
JAMAICA	18 (4)	-	-	2 (1)	2	3	-	7 (3)	4 (1)	-	18 (5)	7.01	2-14
JAPAN	91 (33)	1	1	4 (2)	6 (1)	6 (2)	16 (3)	27 (11)	27 (17)	-	88 (36)	179.10	152-206
JORDAN	13 (0)	1	-	-	1	2	5	3	2 (1)	-	14 (1)	7.05	2-14
KENYA	14 (2)	-	-	-	4	4	4 (1)	2 (1)	-	1 (1)	15 (3)	7.59	3-14
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	11.15	6-16
LAO P. DEM. REP.	1	-	-	-	-	-	1	-	-	-	1	7.05	2-14
LEBANON	19 (3)	-	-	1	2	6	6 (1)	3 (2)	2 (1)	-	20 (4)	7.02	2-14
LESOTHO	7 (5)	-	-	-	-	-	3 (2)	2 (1)	2 (2)	-	7 (5)	6.99	2-14
LIBERIA	10 (4)	-	-	-	-	2	2 (2)	3 (1)	2 (1)	-	9 (4)	7.01	2-14
LIBYAN ARAB J.	7 (1)	-	-	-	2	1 (1)	2	2	-	-	7 (1)	11.06	6-16
LIECHTENSTEIN	0	-	-	-	-	-	-	-	-	-	0	6.94	2-14
LUXEMBOURG	5 (2)	-	-	-	-	-	1	-	3 (1)	-	4 (1)	7.69	3-14
MADAGASCAR	9 (1)	-	-	-	1	1	5	1 (1)	1	-	9 (1)	7.24	2-14
MALAWI	9 (1)	-	-	-	1	2	3 (1)	3	-	-	9 (1)	7.15	2-14

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID- POINT	DESIRABLE RANGE
MALAYSIA	15 (2)	-	-	1	2	5	3	4 (3)	-	-	15 (3)	6.88	4-14
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
MALI	10	-	-	-	1	-	5	4	-	-	10	7.18	2-14
MALTA	6 (1)	-	-	-	3	1	1	-	1 (1)	-	6 (1)	6.95	2-14
MAURITANIA	5	-	-	1	-	1	-	2	1	-	5	6.99	2-14
MAURITIUS	13	-	-	-	3	5	3	1	-	-	12	6.97	2-14
MEXICO	27 (10)	-	-	-	1 (1)	5	4 (2)	11 (6)	6 (3)	-	27 (12)	22.99	18-28
MONGOLIA	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	7.00	2-14
MOROCCO	11 (3)	-	-	1	2	3	2 (1)	2 (1)	1 (1)	-	11 (3)	8.03	3-14
MOZAMBIQUE	0	-	-	-	-	-	1	-	-	-	1	7.34	3-14
MYANMAR	7	-	-	-	-	1	3	3	-	-	7	8.02	3-14
NAMIBIA	2 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)	6.99	2-14
NEPAL	12	-	-	1	3	3	4	2	-	-	13	7.43	3-14
NETHERLANDS	32 (4)	-	-	1	1	9	6 (1)	5 (1)	13 (2)	-	35 (4)	31.66	27-36
NEW ZEALAND	7 (4)	-	-	-	2	3 (2)	3 (2)	-	-	-	8 (4)	10.45	6-15
NICARAGUA	3 (1)	-	-	-	-	2 (1)	1	-	-	-	3 (1)	7.04	2-14
NIGER	4 (1)	-	-	-	-	1	2 (1)	1	-	-	4 (1)	7.12	2-14
NIGERIA	16 (1)	1	-	-	5	4	4	1 (1)	1	-	16 (1)	12.60	8-17
NORWAY	14 (7)	-	-	-	1	-	-	1	13 (7)	-	15 (7)	15.07	10-20
OMAN	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	7.13	2-14
PAKISTAN	13 (2)	1	-	4	5	1	4 (2)	-	1	-	16 (2)	10.53	6-15
PALESTINE	0	-	-	-	-	-	-	-	-	-	0		
PANAMA	3	-	-	-	-	1	1	-	2	-	4	7.15	2-14
PAPUA N GUINEA	3	-	-	-	-	-	-	1	2	-	3	7.04	2-14
PARAGUAY	1	-	-	-	-	-	1	-	-	-	1	7.35	3-14
PERU	16 (6)	-	1	-	-	6 (1)	2	6 (4)	1 (1)	-	16 (6)	8.26	3-14
PHILIPPINES	65 (36)	-	-	-	1	4 (1)	17 (8)	25 (15)	17 (11)	1 (1)	65 (36)	9.72	5-15
POLAND	14 (1)	1	-	1	-	1	8	2 (1)	1	-	14 (1)	16.13	11-21
PORTUGAL	4 (2)	-	-	-	-	-	2 (2)	1	-	-	3 (2)	9.75	5-15
QATAR	1	-	-	-	-	-	-	-	1	-	1	7.54	3-14

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID- POINT	DESIRABLE RANGE
REP OF KOREA	0	-	-	-	-	-	-	-	-	-	0		
ROMANIA	3	-	-	1	1	-	-	1	-	-	3	10.24	5-15
RWANDA	3	-	-	-	-	-	-	3	-	-	3	7.12	2-14
S. TOME PRINCE	0	-	-	-	-	-	-	-	-	-	0	6.94	2-14
SAINT KITTS AND NEVIS	2 (2)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.94	2-14
SAINT LUCIA	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	6.94	2-14
SAINT VINCENT AND THE GRENADINES	1	-	-	-	-	-	-	1	-	-	1	6.94	2-14
SAMOA	2	-	-	-	-	-	-	2	-	-	2	6.95	2-14
SAUDI ARABIA	4 (4)	-	-	-	-	2 (2)	-	1 (1)	1 (1)	-	4 (4)	22.32	18-27
SENEGAL	14 (4)	-	1	-	1	1	3 (2)	6 (1)	3 (3)	-	15 (6)	7.13	2-14
SEYCHELLES	2	-	-	-	-	-	-	2	-	-	2	6.94	2-14
SIERRA LEONE	15 (2)	1	-	-	2	4 (1)	7 (3)	1	-	-	15 (4)	7.05	2-14
SINGAPORE	12 (6)	-	-	-	-	4 (1)	5 (3)	4 (3)	-	-	13 (7)	8.50	4-14
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
SOMALIA	12 (2)	-	-	-	1	2	6 (2)	1	-	-	10 (2)	7.13	2-14
SOUTH AFRICA	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	14.39	10-19
SPAIN	33 (10)	-	-	3	3	1	9 (3)	7 (3)	5 (4)	-	28 (10)	36.80	31-42
SRI LANKA	10 (2)	-	-	1	4	1	2 (1)	2 (1)	2	-	12 (2)	7.39	3-14
STATELESS	5	-	-	-	-	2	1	2	-	-	5		
SUDAN	11	-	-	-	1	2	5	1	-	-	9	7.58	3-14
SURINAME	2 (1)	-	-	-	-	-	1	1 (1)	1 (1)	-	3 (2)	6.95	2-14
SWAZILAND	4 (2)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.96	2-14
SWEDEN	28 (7)	1	1	2	-	7 (1)	6 (1)	4 (3)	3 (2)	-	24 (7)	24.99	20-30
SWITZERLAND	14 (5)	-	-	-	1	4 (1)	6 (3)	3	1 (1)	-	15 (5)		
SYRIAN ARAB REPUBLIC	8	-	-	-	2	5	2	-	-	-	9	7.89	3-14
THAILAND	27 (18)	-	-	-	1	1	5 (1)	9 (7)	11 (8)	-	27 (18)	9.75	5-15
TOGO	6	-	-	1	1	1	1	1	1	-	6	7.03	2-14
TRINIDAD AND TOBAGO	15 (6)	-	-	-	2	1	5 (2)	6 (3)	2 (1)	-	16 (6)	7.57	3-14
TUNISIA	21 (1)	1	-	1	3	12 (1)	2	1	-	1	21 (1)	7.45	3-14
TURKEY	12 (3)	-	-	-	2 (1)	1	7 (2)	1	-	-	11 (3)	13.03	8-18

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID- POINT	DESIRABLE RANGE
U A EMIRATES	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	9.65	5-14
U REP TANZANIA	19 (4)	-	-	1	5	1	8 (2)	2 (2)	1	-	18 (4)	7.59	3-14
UGANDA	12 (2)	-	-	-	3	3 (1)	3 (1)	3 (1)	2 (2)	-	14 (4)	7.41	3-14
UKRAINE	26 (3)	-	-	1	2	1	5	12 (3)	4	-	25 (3)	26.75	22-32
UNITED KINGDOM b/	93 (36)	2 (1)	-	3 (1)	10 (1)	18 (3)	24 (7)	12 (6)	17 (14)	2 (2)	88 (35)	80.51	68-93
URUGUAY	10 (2)	-	-	-	-	6	1	4 (2)	-	-	11 (2)	7.47	3-14
UNITED STATES OF AMERICA	379 (160)	1	1	10 (2)	31 (5)	75 (18)	127 (66)	101 (53)	36 (25)	3	385 (169)	384.70	227-442
UNION OF SOVIET SOCIALIST REPUBLICS	152 (13)	1	1	10	11	18 (1)	47 (4)	80 (5)	13 (3)	-	161 (13)	161.14	137-185
VANUATU	0	-	-	-	-	-	-	-	-	-	0	8.94	2-14
VENEZUELA	13 (8)	-	1	-	1	1 (1)	1 (1)	8 (5)	1 (1)	-	13 (8)	15.76	11-21
VIET NAM	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	8.68	4-14
YEMEN	9 (1)	-	-	-	1	2	5 (1)	1	-	-	9 (1)	7.36	3-14
YUGOSLAVIA	11 (1)	-	1	1 (1)	2	1	4 (2)	1	5	-	15 (3)	14.26	9-19
ZAIRE	15 (2)	-	-	-	1	2	7 (1)	4 (1)	1 (1)	-	15 (2)	7.85	3-14
ZAMBIA	10	-	-	-	1	2	3	4	-	-	10	7.14	2-14
ZIMBABWE	8 (1)	-	-	-	1	1	1	3 (1)	-	-	8 (1)	7.33	3-14
TOTAL	2 546 (723)	27 (2)	17 (10)	85 (20)	243 (20)	482 (75)	697 (214)	656 (248)	396 (182)	17 2 800 (8) (759)			

a/ At Director-General level.

b/ Includes eleven staff members from the Territory of Hong Kong.

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ANNEX II

TABLE 6

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1990-30 JUNE 1991)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
ARGENTINA	-	-	-	-	1	-	-	-	-	1
AUSTRALIA	-	-	-	-	-	1	-	4 (2)	-	5 (2)
AUSTRIA	-	-	-	-	-	-	1	-	-	1
BARBADOS	-	-	-	-	-	1 (1)	-	-	-	1 (1)
BRAZIL	-	-	-	-	-	-	3 (1)	-	-	3 (1)
BULGARIA	-	-	-	1	-	-	-	-	-	1
BURKINA FASO	-	-	-	-	1	-	-	-	-	1
CAMEROON	-	-	-	-	-	-	1	1 (1)	-	2 (1)
CANADA	-	-	-	-	1	-	1	1 (1)	-	3 (1)
CHILE	-	-	1	-	-	-	-	-	-	1
CHINA	1	-	1	2 (1)	-	-	2	-	-	6 (1)
COLOMBIA	-	-	-	-	1	-	-	-	-	1
CZECHOSLOVAKIA	-	-	-	-	-	-	1	-	-	1
DENMARK	-	-	-	1	-	-	1	1	-	3
DJIBOUTI	-	-	-	-	-	-	-	-	1	1
DOMINICAN REPUBLIC	-	-	-	-	1	-	-	-	-	1
ETHIOPIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
FINLAND	-	-	-	-	1 (1)	-	-	-	-	1 (1)
FRANCE	-	-	-	1 (1)	-	3 (2)	3 (1)	2	-	9 (4)
GERMANY	-	-	-	-	-	-	2	3 (2)	-	5 (2)
GHANA	-	-	-	-	1	-	-	-	-	1
HUNGARY	-	-	-	-	-	1 (1)	-	2 (1)	-	3 (2)
INDIA	-	1	1	-	-	2	1 (1)	-	-	5 (1)
INDONESIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
IRAN, ISLAMIC R OF	-	-	-	-	-	-	1	-	-	1
IRAQ	-	-	-	-	1	-	1	-	-	2

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TABLE 6 (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
ISRAEL	-	-	-	-	-	-	-	4 (1)	-	4 (1)
ITALY	1	-	-	-	-	-	2 (1)	1	-	4 (1)
JAPAN	-	-	-	-	-	2	2 (1)	6 (4)	-	10 (5)
JORDAN	-	-	-	1	-	-	-	1 (1)	-	2 (1)
KENYA	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)
LEBANON	-	-	-	-	-	-	-	1 (1)	-	1 (1)
MALAWI	-	-	-	-	1	-	1	-	-	2
MEXICO	-	-	-	-	-	-	1 (1)	-	-	1 (1)
NEPAL	-	-	-	-	-	-	1	-	-	1
NETHERLANDS	-	-	-	-	-	1	-	4 (1)	-	5 (1)
NEW ZEALAND	-	-	-	1	-	-	-	-	-	1
NORWAY	-	-	-	-	-	-	-	1	-	1
PAKISTAN	-	-	1	-	-	1	-	-	-	2
PANAMA	-	-	-	-	-	-	-	1	-	1
PERU	-	-	-	-	-	-	-	1 (1)	-	1 (1)
PHILIPPINES	-	-	-	-	-	-	1	-	-	1
POLAND	-	-	-	-	-	1	-	-	-	1
SAINT VINCENT AND THE GRENADINES	-	-	-	-	-	-	1 (1)	-	-	1 (1)
SENEGAL	-	-	-	-	-	-	1 (1)	1 (1)	-	2 (2)
SIERRA LEONE	-	-	-	-	-	2 (2)	-	-	-	2 (2)
SINGAPORE	-	-	-	-	-	1 (1)	-	-	-	1 (1)
SPAIN	-	-	-	-	-	-	1 (1)	-	-	1 (1)
SRI LANKA	-	-	-	-	-	1	1	-	-	2
SURINAME	-	-	-	-	-	-	-	1 (1)	-	1 (1)
SWITZERLAND	-	-	-	-	1	1	-	-	-	2
SYRIAN ARAB RP	-	-	-	-	1	-	-	-	-	1

TABLE 6 (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
UGANDA	-	-	-	-	-	-	1	1 (1)	-	2 (1)
UKRAINIAN SSR	-	-	-	1	-	1	-	-	-	2
UNITED KINGDOM	-	-	-	-	1	2	-	-	-	3
URUGUAY	-	-	-	-	1	-	-	-	-	1
UNITED STATES OF AMERICA	-	-	-	2 (1)	3	8 (6)	3 (2)	2 (1)	-	18 (10)
UNION OF SOVIET SOCIALIST REPUBLICS	-	-	2	2	2	5	10 (2)	3	-	24 (2)
VENEZUELA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
YUGOSLAVIA	-	-	1 (1)	-	-	1 (1)	-	2	-	4 (2)
ZIMBABWE	-	-	-	-	-	-	1	-	-	1
TOTAL	2	1	7 (1)	12 (3)	18 (1)	36 (15)	46 (14)	47 (23)	1	170 (57)

TABLE 12
SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT
OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO
GEOGRAPHICAL DISTRIBUTION

(AS AT 30 JUNE 1991)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
ECOSG	-	1	-	2	1	6	1	1	2	3	3	1	3	-	2	1	-	-	12	15	27	44.4
DIEC	-	1	-	1	-	2	-	4	1	3	1	1	-	1	-	-	-	-	2	13	15	13.3
SPA	-	1	-	-	1	1	-	4	-	-	-	3	-	-	-	-	-	-	1	5	10	10.0
OPGS	-	1	-	-	-	2	1	2	2	1	1	4	2	5	3	1	-	-	9	17	26	34.6
ORCI	-	-	-	1	-	2	-	3	1	2	3	4	1	2	1	1	-	-	6	15	21	28.6
OLA	-	1	-	-	-	3	1	6	5	4	5	7	3	8	2	5	-	-	16	34	50	32.0
PSCA	-	1	-	1	-	2	1	10	3	10	6	12	7	9	5	4	1	-	23	49	72	31.9
DDA	-	1	-	-	-	2	-	3	3	5	4	4	1	2	1	-	-	1	9	18	27	33.3
SPORCOT	-	1	-	-	-	3	-	3	2	6	3	7	3	2	1	1	-	-	9	23	32	28.1
IESA	-	1	-	1	-	4	-	13	6	30	19	26	20	23	14	18	1	-	60	116	176	34.1
TCD	-	1	-	-	1	3	1	11	5	21	13	34	11	10	3	5	-	-	34	85	119	28.6
ECE	-	1	-	-	-	1	1	7	1	13	4	23	5	21	4	14	-	-	15	80	95	15.8
ESCAP	-	1	-	-	1	-	-	11	1	21	6	39	13	24	13	10	1	1	35	107	142	24.6
ECLAC	-	1	-	-	-	1	-	11	-	26	10	32	10	25	1	20	2	2	23	118	141	16.3
ECA	-	1	-	-	-	-	-	13	1	29	9	43	9	48	11	12	1	-	31	146	177	17.5
ESOWA	-	1	-	-	-	1	-	8	1	15	2	25	5	11	3	1	-	1	11	61	72	15.3
REGCOM	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	1	2	3	33.3
UNCTAD a/	-	1	-	1	-	8	-	20	3	38	6	45	21	40	8	18	-	-	38	189	207	18.4
UNDRO a/	-	1	-	-	-	1	-	3	-	7	1	4	3	3	2	1	-	-	6	20	26	23.1
UNEP a/	-	1	-	2	-	2	-	4	1	4	1	2	1	-	1	-	-	-	4	15	19	21.1
UNCHS a/	-	1	-	1	-	1	-	3	-	6	2	11	2	11	2	4	-	-	6	36	44	13.6
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	1	-	-	-	4	4	0.0
CTC	-	-	-	1	-	1	1	2	1	5	2	9	3	2	4	1	-	-	11	21	32	34.4
UNCSTD	-	-	-	-	-	1	-	2	-	2	2	-	1	2	1	1	-	-	4	8	12	33.3
DALOS	-	1	-	-	-	1	-	4	2	2	1	4	3	2	3	2	-	-	9	16	25	36.0
AM	-	1	-	-	-	1	1	2	3	6	1	6	-	2	-	-	-	-	5	18	23	21.7
AM/AD	-	-	-	-	-	1	-	1	-	4	3	8	4	4	2	7	-	-	9	25	34	26.5
AMOPBF	-	-	-	1	1	4	-	8	5	13	22	12	13	15	7	7	1	-	49	60	109	45.0
AMOPRM	-	-	-	1	2	1	3	5	7	9	11	10	12	9	9	4	-	1	44	40	84	52.4
AMOGS	-	-	-	1	1	2	-	7	-	12	7	16	13	16	11	15	-	-	32	69	101	31.7
MISSION	-	-	-	-	-	2	-	4	-	11	5	5	1	3	-	1	-	-	6	26	32	18.8
CS	-	1	-	-	1	4	5	7	3	5	13	3	27	17	20	7	1	1	70	45	115	60.9
DPI b/	1	-	-	-	-	4	1	12	9	28	20	31	20	31	17	18	-	-	68	124	192	35.4
UNGG	-	1	-	1	-	4	1	7	1	15	8	14	12	22	14	15	-	2	36	81	117	30.8
HR	-	-	-	-	-	-	-	3	-	6	8	5	2	11	5	6	-	-	15	31	46	32.6
UNOV	1	1	-	-	1	3	1	8	2	13	6	25	9	13	12	11	-	-	32	74	106	30.2
WFC	-	-	-	1	-	-	-	2	2	3	-	4	-	1	-	-	-	-	2	11	13	15.4
UNCED	-	1	-	1	-	-	-	1	-	1	1	-	1	-	-	1	-	-	2	5	7	28.6
UNUSPF	-	-	-	-	-	-	-	1	1	3	4	2	6	8	-	2	-	-	11	18	27	40.7
INTORG c/	-	-	-	-	-	-	1	2	-	4	1	-	1	2	-	1	-	-	3	9	12	25.0

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TABLE 12 (CONTINUED)

DEPARTMENT OFFICE	ISS		ASD		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SPTASH	-	-	-	-	-	1	-	5	-	1	-	1	-	-	-	-	-	-	-	8	8	0.0
TOTAL	2	25	17	10	75	20	223	75	387	214	483	248	408	182	214	8	9	759	1 841	2 600	26.2	

a/ Including liaison offices at other duty stations

b/ Including information centres

c/ Including the secretariats of UNUSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

B. PROFESSIONAL STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1991)

DEPARTMENT OR OFFICE	P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
OPGS	2	-	2	-	5	-	-	1	-	-	9	1	10	90.0
PSCA	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
DDA	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
SPORCOT	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
ECE	-	-	-	-	2	-	-	-	-	-	2	-	2	100.0
ESCAP	-	-	2	5	1	8	2	4	-	-	5	17	22	22.7
ECLAC	-	-	3	-	-	4	2	-	-	-	5	4	9	55.6
ECA	-	-	-	2	1	5	1	2	-	-	2	9	11	18.2
ESOWA	-	1	1	2	1	3	2	-	-	-	4	6	10	40.0
UNCTAD	-	1	-	2	1	-	1	-	-	-	2	5	5	40.0
UNEP	-	-	1	3	-	3	-	-	-	-	1	6	7	14.3
UNO-S	-	-	-	1	1	-	-	1	-	-	1	2	3	33.3
AMCHR	-	-	-	1	-	-	3	2	-	-	3	3	6	50.0
MISSION	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
CS	21	65	75	123	65	121	18	34	-	1	177	344	521	34.0
UNOD	11	24	33	71	32	67	3	17	-	-	79	179	258	30.6
UNOV	1	-	3	5	2	6	-	-	-	-	6	11	17	35.3
TOTAL	35	91	120	215	114	218	30	61	-	1	299	586	885	33.8

TABLE 12 (CONTINUED)

C. PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL
DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1991)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EDSG	-	1	-	2	1	6	1	1	2	3	3	1	3	-	2	1	-	-	12	15	27	44.4
DIEC	-	1	-	1	-	2	-	4	1	3	1	1	-	1	-	-	-	-	2	13	15	13.3
SPA	-	1	-	-	1	1	-	4	-	-	-	3	-	-	-	-	-	-	1	9	10	10.0
OPGS	-	1	-	-	-	2	1	2	4	1	3	4	7	6	3	2	-	-	18	18	36	50.0
ORCI	-	-	-	1	-	2	-	3	1	2	3	4	1	2	1	1	-	-	6	15	21	28.6
OLA	-	1	-	-	-	3	1	6	5	4	5	7	3	8	2	5	-	-	16	34	50	32.0
PSCA	-	1	-	1	-	2	1	10	3	10	6	12	7	10	5	4	1	-	23	50	73	31.5
DDA	-	1	-	-	-	2	-	3	3	5	4	4	2	2	1	-	-	1	10	18	28	35.7
SPORCDT	-	1	-	-	-	3	-	3	2	6	3	7	4	2	1	1	-	-	10	23	33	30.3
IESA	-	1	-	1	-	4	-	13	6	30	19	26	20	23	14	18	1	-	60	116	176	34.1
TCD	-	1	-	-	1	3	1	11	5	21	13	34	11	10	3	5	-	-	34	85	119	28.6
ECE	-	1	-	-	-	1	1	7	1	13	4	23	7	21	4	14	-	-	17	80	97	17.5
ESCAP	-	1	-	-	1	-	-	11	1	21	8	44	14	32	15	14	1	1	40	124	164	24.4
ECLAC	-	1	-	-	-	1	-	11	-	26	13	32	10	29	3	20	2	2	28	122	150	18.7
ECA	-	1	-	-	-	-	-	13	1	29	9	45	10	53	12	14	1	-	33	155	188	17.6
ESCHN	-	1	-	-	-	1	-	6	1	16	3	27	6	14	5	1	-	1	15	67	82	18.3
REGCOM	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	1	2	3	33.3
UNCTAD A/	-	1	-	1	-	8	-	20	3	39	6	47	22	40	9	16	-	-	40	172	212	18.9
UNDO A/	-	1	-	-	-	1	-	3	-	7	1	4	3	3	2	1	-	-	6	20	26	23.1
UNEP A/	-	1	-	2	-	2	-	4	1	4	2	5	1	3	1	-	-	-	5	21	26	19.2
UNHCR A/	-	1	-	1	-	1	-	3	-	6	2	12	3	11	2	5	-	-	7	40	47	14.9
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	1	-	-	-	4	4	0.0
CTC	-	-	-	1	-	1	1	2	1	5	2	9	3	2	4	1	-	-	11	21	32	34.4
UNICSD	-	-	-	-	-	1	-	2	-	2	2	-	1	2	1	1	-	-	4	8	12	33.3
DALOS	-	1	-	-	-	1	-	4	2	2	1	4	3	2	3	2	-	-	9	18	25	35.0
AM	-	1	-	-	-	1	1	2	3	6	1	6	-	2	-	-	-	-	5	18	23	21.7
AMAD	-	-	-	-	-	1	-	1	-	4	3	8	4	4	2	7	-	-	9	25	34	26.5
AMOPBF	-	-	-	1	1	4	-	8	5	13	22	12	13	15	7	7	1	-	49	90	100	45.0
AMOPBM	-	-	-	1	2	1	3	5	7	9	11	11	12	9	12	6	-	1	47	43	90	52.2
AMOS	-	-	-	1	1	2	-	7	-	12	7	16	13	18	11	15	-	-	32	89	101	31.7
MISSION	-	-	-	-	-	2	-	4	-	11	5	5	2	3	-	1	-	-	7	25	33	21.2
CS	-	1	-	-	1	4	5	7	24	70	88	126	92	138	36	41	1	2	247	359	606	38.8
OP1 B/	1	-	-	-	-	4	1	12	9	26	20	31	20	31	17	18	-	-	66	124	192	35.4
UNOG	-	1	-	1	-	4	1	7	12	39	41	85	44	86	17	32	-	2	115	280	375	30.7
HR	-	-	-	-	-	-	-	3	-	6	8	5	2	11	5	6	-	-	15	31	46	32.6
WFC	-	-	-	1	-	-	-	2	2	3	-	4	-	1	-	-	-	-	2	11	13	15.4
UNCED	-	1	-	1	-	-	-	1	-	1	1	-	1	-	-	1	-	-	2	5	7	28.6
UNUSPF	-	-	-	-	-	-	-	1	1	3	4	2	6	8	-	2	-	-	11	18	27	40.7
INTORG C/	-	-	-	-	-	-	1	2	-	4	1	-	1	2	-	1	-	-	3	9	12	25.0

TABLE 12 (CONTINUED)

DEPARTMENT/OFFICE	JSG		ASC		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SPTSM	-	-	-	-	-	1	-	5	-	1	-	1	-	-	-	-	-	-	-	8	8	0.0
TOTAL	2	25		17	10	75	20	223	110	478	334	698	362	626	212	275	8	10	1 056	2 427	3 485	30.4

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)
D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES
(AS AT 30 JUNE 1991)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS D/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EDSG	37	88.1	5	11.9	42	-	0.0	-	0.0	-
DIEC	16	94.1	1	5.9	17	-	0.0	-	0.0	-
SPA	10	100.0	-	0.0	10	-	0.0	-	0.0	-
DPSS	31	100.0	-	0.0	31	-	0.0	-	0.0	-
ORCI	18	90.0	2	10.0	20	-	0.0	-	0.0	-
OLA	57	95.0	3	5.0	60	-	0.0	-	0.0	-
PSCA	42	93.3	3	6.7	45	-	0.0	-	0.0	-
DDA	32	78.0	9	22.0	41	-	0.0	-	0.0	-
SPORDT	33	97.1	1	2.9	34	-	0.0	-	0.0	-
IESA	116	68.6	53	31.4	169	-	0.0	-	0.0	-
TCD	225	90.4	24	9.6	249	-	0.0	-	0.0	-
ECE	71	79.8	18	20.2	89	-	0.0	-	0.0	-
ESCAP	281	55.1	229	44.9	510	-	0.0	2	100.0	2
ECLAC	263	58.1	206	43.9	469	-	0.0	1	100.0	1
ECA	232	49.6	236	50.4	468	1	33.3	2	66.7	3
ESONA	97	46.6	111	53.4	208	1	100.0	-	0.0	1
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	-
UNCTAD D/	154	80.6	37	19.4	191	-	0.0	-	0.0	-
UNDRO D/	19	82.6	4	17.4	23	-	0.0	-	0.0	-
UNEP D/	263	85.1	141	34.9	404	1	100.0	-	0.0	1
UNDHS D/	103	56.3	80	43.7	183	-	0.0	-	0.0	-
UNCS	11	17.5	52	82.5	63	-	0.0	1	100.0	1
CTC	34	89.5	4	10.5	38	-	0.0	-	0.0	-
UNCSTD	10	83.3	2	16.7	12	-	0.0	-	0.0	-
DALOS	20	76.9	6	23.1	26	-	0.0	-	0.0	-
AM	36	90.0	4	10.0	40	-	0.0	-	0.0	-
AMTAD	11	76.6	3	21.4	14	-	0.0	-	0.0	-
AMOPBF	117	70.5	49	29.5	166	-	0.0	-	0.0	-
AMOHM	132	84.6	24	15.4	156	17	89.5	2	10.5	19
AMOGS	212	49.2	219	50.8	431	8	4.5	170	95.5	178
FS	20	50.0	20	50.0	40	63	10.5	537	89.5	600
MISSION	143	18.3	639	81.7	782	1	100.0	-	0.0	1
CS	387	56.4	299	43.6	686	-	0.0	-	0.0	-
DPI D/	251	61.5	157	38.5	408	3	16.7	15	83.3	18
UNOG	446	47.7	492	52.3	940	25	86.2	4	13.8	29
HR	36	90.0	4	10.0	40	-	0.0	-	0.0	-
UNOV	158	53.7	136	46.3	294	-	0.0	13	100.0	13
WFC	11	76.6	3	21.4	14	-	0.0	-	0.0	-
UNCED	8	100.0	-	0.0	8	-	0.0	-	0.0	-

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TABLE 12 (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{a/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
UNJSPF	37	56.7	28	41.3	65	-	0.0	-	0.0	-
INTORG ^{b/}	19	73.1	7	26.9	26	-	0.0	-	0.0	-
SPTASN	-	0.0	1	100.0	1	-	0.0	-	0.0	-
TOTAL	4 204	55.9	3 310	44.1	7 514	120	13.8	747	86.2	867

- ^{a/} Includes Field Service, Security Service, Trades and Crafts Staff, and Public Information Assistants.
^{b/} Including liaison offices at other duty stations.
^{c/} Including information centres.
^{d/} Including the secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE C

Distribution of staff in posts subject to geographical distribution
among developing and other countries from 1987-1991
(showing number of women)

Group	Year	Combined Desirable Ranges	Group midpoint	Per- cent- age	Number of staff	Percentage	Number at D-1 and above	Per- cent- age	Number at D-2 and above	Per- cent- age	Number at ASG and above	Per- cent- age
Developing Countries	1987	923-1 248	1085.6	40.2	1 108 (246)	43.2 (37.4)	170 (6)	47.6	60 (2)	45.8	24 (1)	50.0
	1988	941-1 272	1106.5	40.6	1 090 (247)	43.7 (37.7)	164 (5)	46.7	64 (3)	48.1	22 (1)	48.9
	1989	945-1 279	1111.9	41.2	1 096 (255)	43.8 (37.9)	172 (4)	48.0	58 (2)	46.0	20 (0)	48.8
	1990	945-1 279	1112.0	41.2	1 128 (277)	44.4 (38.5)	174 (4)	48.6	53 (2)	43.1	21 (0)	47.7
	1991	945-1 278	1111.4	41.2	1 160 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
Other Countries	1987	1 372-1 856	1614.2	59.8	1 459 (412)	56.8 (62.6)	187 (24)	52.4	71 (4)	54.2	24 (3)	50.0
	1988	1 354-1 832	1593.4	59.4	1 406 (408)	56.3 (62.3)	187 (22)	53.3	69 (4)	51.9	23 (2)	51.1
	1989	1 350-1 826	1588.0	58.8	1 405 (417)	56.2 (62.1)	186 (20)	52.0	68 (7)	54.0	21 (2)	51.2
	1990	1 350-1 826	1588.0	58.8	1 414 (443)	55.6 (61.5)	184 (22)	51.4	70 (8)	56.9	23 (2)	52.3
	1991	1 350-1 827	1588.6	58.8	1 420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
TOTAL	1987	2 295-3 105	2699.8	100.0	2 567 (658)	100.0 (100.0)	357 (30)	100.0	131 (6)	100.0	48 (4)	100.0
	1988	2 295-3 105	2699.9	100.0	2 496 (655)	100.0 (100.0)	351 (27)	100.0	133 (7)	100.0	45 (3)	100.0
	1989	2 295-3 105	2699.9	100.0	2 501 (672)	100.0 (100.0)	358 (24)	100.0	126 (9)	100.0	41 (2)	100.0
	1990	2 295-3 105	2700.0	100.0	2 542 (720)	100.0 (100.0)	358 (26)	100.0	123 (10)	100.0	44 (2)	100.0
	1991	2 295-3 105	2700.0	100.0	2 580 (754)	100.0 (100.0)	371 (32)	100.0	129 (12)	100.0	44 (2)	100.0

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TABLE D1

Women in posts subject to geographical distribution
as a percentage of all staff as of 30 June 1987
through 30 June 1991

(by region of origin)

Year	1987	1988	1989	1990	1991
REGION					
Africa	1.89	2.02	2.06	2.50	2.78
Asia and the Pacific	5.09	5.23	5.27	5.46	5.65
Europe (Eastern)	0.54	0.56	0.79	0.94	1.00
Europe (Western)	6.48	6.90	7.06	7.65	7.46
Latin America	2.27	2.26	2.62	2.73	2.85
Middle East	0.85	0.83	0.87	0.94	1.04
North America and the Caribbean	8.25	8.17	8.01	7.88	8.23
Others	0.31	0.32	0.24	0.20	0.19
TOTAL	25.67	26.30	26.91	28.30	29.19
Increase (decrease) (Percentage points)	1.00	0.63	0.61	1.39	0.89
TOTAL STAFF: 2 600					
TOTAL WOMEN STAFF: 759					

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TABLE D2

Women in posts subject to geographical distribution
as of 30 June 1987 through 30 June 1991 as a
percentage of women staff only

(by region of origin)

Year	1987	1988	1989	1990	1991
REGION					
Africa	7.36	7.69	7.66	8.83	9.49
Asia and the Pacific	19.82	19.91	19.59	19.31	19.37
Europe (Eastern)	2.10	2.11	2.94	3.31	3.42
Europe (Western)	25.23	26.24	26.22	27.03	25.56
Latin America	8.86	8.60	9.72	9.66	9.75
Middle East	3.30	3.17	3.24	3.31	3.56
North America and the Caribbean	32.13	31.07	29.75	27.86	28.19
Others	1.20	1.21	0.88	0.69	0.66
TOTAL	100.00	100.00	100.00	100.00	100.00
TOTAL WOMEN STAFF:	666	663	679	725	759

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TABLE E

Number and percentage of women at each level in 1981 and 1991
in posts subject to geographical distribution and in posts
with special language requirements

Level	Geographic posts				Language posts			
	1981		1991		1981		1991	
	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage
USG	-	-	2	7.4	-	-	-	-
ASG	2	8.7	-	-	-	-	-	-
D-2	4	4.8	10	11.8	-	-	-	-
D-1	13	5.2	20	8.2	-	-	-	-
P-5	51	9.1	75	16.2	23	27.4	35	27.8
P-4	115	14.7	214	30.7	100	35.6	120	35.8
P-3	216	30.8	248	37.8	129	33.3	114	34.3
P-2	195	47.4	182	46.0	39	29.0	30	33.0
P-1	30	49.2	8	47.1	-	-	-	-
TOTAL	626	21.6	759	29.2	292	32.8	299	33.8

TABLE F

Number of appointments to posts subject to geographical distribution between 1 July 1990 and 30 June 1991 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

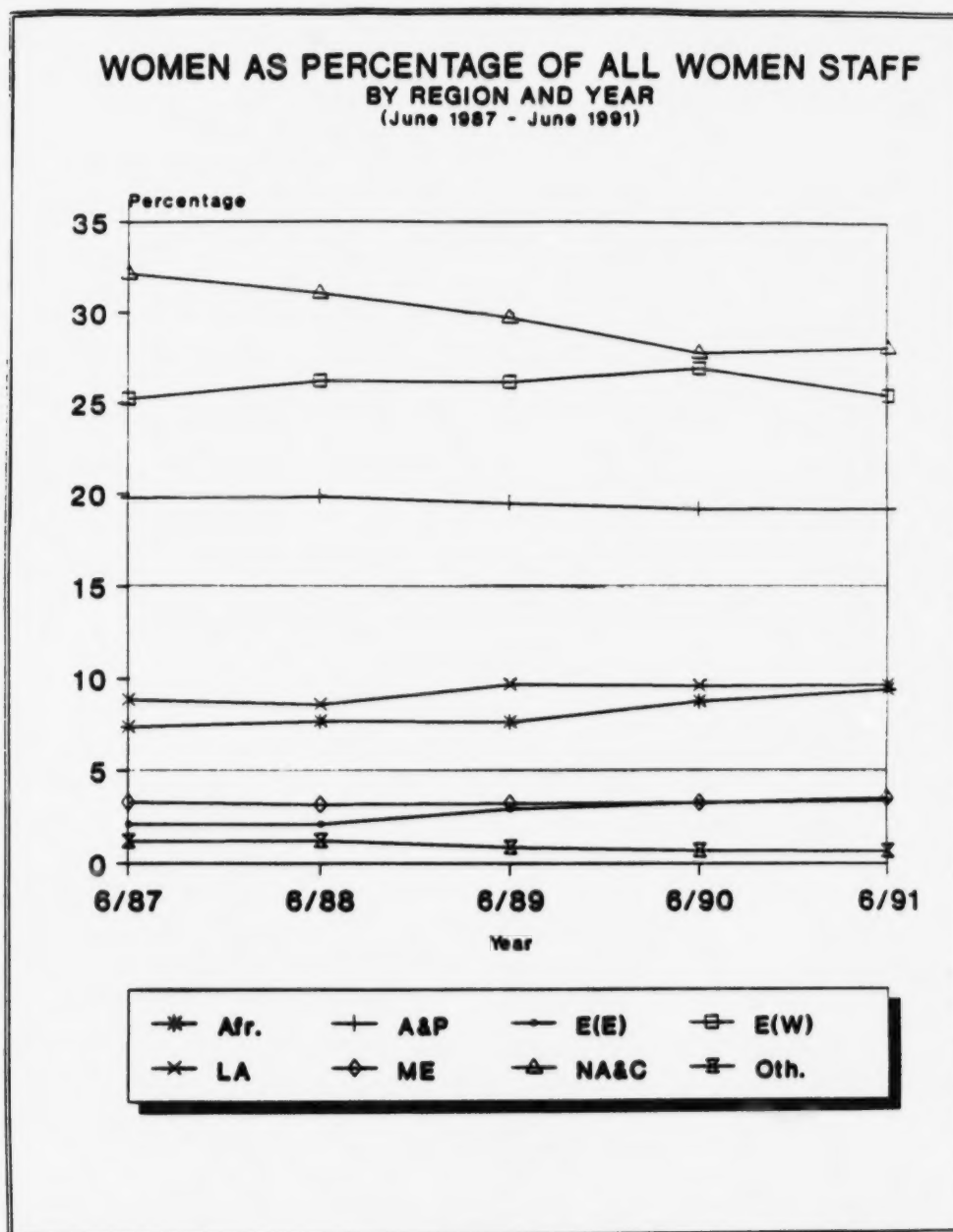
	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	-	-	-	2	1.2	2
ASG	-	-	-	1	0.6	1
D-2	1	0.6	1	6	3.5	5
D-1	3	1.8	3	9	5.3	8
P-5	1	0.6	1	17	10.0	14
P-4	15	8.8	8	21	12.4	13
P-3	14	8.2	12	32	18.8	21
P-2	23	13.5	18	24	14.1	14
P-1	-	-	-	1	0.6	1
TOTAL	57	33.5	33	113	66.5	46 ^{a/}

^{a/} It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

Figure 5

**Women in posts subject to geographical distribution
as a percentage of all staff by region and year**

(June 1987-June 1991)



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Figure 6

Women in posts subject to geographical distribution as
a percentage of all women staff by region and year

(June 1987-June 1991)

